

## HUBUNGAN ANTARA MOTIVASI DENGAN KINERJA PERAWAT DI INSTALASI RAWAT INAP RSUD HAJI PROVINSI SULAWESI SELATAN

### *Relationship between Motivation with Nurse Performance in Patient Installation of Haji General Hospital of South Sulawesi Province 2017*

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#### ABSTRAK

Pelayanan rumah sakit mempunyai karakteristik padat modal, padat karya dan padat teknologi, salah satu yang paling besar perannya adalah perawat. Pelayanan keperawatan di rumah sakit merupakan salah satu faktor penentu bagi mutu pelayanan dan citra rumah sakit di mata masyarakat. Oleh karena perawat harus mempunyai motivasi kerja yang tinggi agar nantinya kinerjanya membaik. Rumah Sakit Umum Daerah (RSUD) Haji Provinsi Sulawesi Selatan merupakan rumah sakit yang mengukur kinerja perawatnya dengan menggunakan asuhan keperawatan. Jenis penelitian yang digunakan adalah kuantitatif dengan rancangan *cross sectional*. Populasi dalam penelitian ini sebanyak 162 perawat. Cara pengambilan sampel secara *proportional stratified random sampling* dengan besar sampel sebanyak 61 responden. Data yang diperoleh diolah dengan menggunakan program komputer kemudian disajikan dalam bentuk tabel dan narasi. Hasil penelitian menunjukkan bahwa terdapat hubungan antara *attraction to public policy making* ( $p=0,001$ ), *commitment to public interest and civic duty* ( $p=0,028$ ), *compassion* ( $p=0,001$ ) dan *self sacrifice* ( $p=0,001$ ) dengan kinerja perawat. Kesimpulan bahwa terdapat hubungan antara *attraction to public policy making*, *commitment to public interest and civic duty*, *compassion* dan *self sacrifice* dengan kinerja perawat.

**Kata kunci : Motivasi, kinerja, rumah sakit**

#### ABSTRACT

*Hospital services have the characteristics of capital-intensive, labor-intensive and technology intensive, one of the most major role was a nurse. Nursing care in the hospital is one of the decisive factors for the quality of service and hospital image in the public eye. Therefore, nurses must have a high motivation to work in order to improve future performance. Regional General Hospital (Hospital) Haji South Sulawesi province was a hospital that measure the performance of nurses using nursing care. This type of research is quantitative with cross sectional design. The population in this study were 162 nurses. How sampling stratified random sampling with a sample size of 61 respondents. The data obtained were processed using computer program are presented in tabular and narrative. The results showed that there is a relationship between attraction to public policy making ( $p=0.001$ ), commitment to public interest and civic duty ( $p=0.028$ ), compassion ( $p=0.001$ ) and self-sacrifice ( $p=0.001$ ) with the performance of nurses. The conclusion is a relationship between attraction to public policy making, commitment to public interest and civic duty, compassion and self-sacrifice with the performance of nurses.*

**Keywords: Motivation, performance, hospital**